

Missoula County (EMPLOYER)
and
Montana Public Employees Association (ASSOCIATION)
Missoula Public Library Unit

MEMORANDUM OF AGREEMENT
6-2017

During 2017 negotiations on economic issues, the above-named parties agreed that the following adjustments to the collective bargaining agreement would be covered in a separate Memorandum of Understanding in the interest of fully clarifying holiday pay benefits for members of the ASSOCIATION. These changes will be incorporated into the successor agreement to be negotiated in 2018.

ARTICLE 6: HOURS OF WORK AND OVERTIME

Section 7. When using accrued leave, the employee's respective leave banks shall be charged by subtracting one (1) hour for each hour used. **DELETE ALL REMAINING LANGUAGE OF THIS SECTION.**

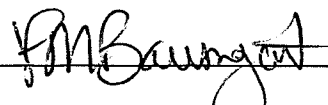
ARTICLE 7: HOLIDAYS

Section 2: Full-time employees who are covered by this agreement, that is those who regularly work 40 hours each work week, shall receive a holiday benefit for each legal holiday listed in section 1 of this Article that is equal to the number of hours they are regularly scheduled to work on each work day. Example: Employees regularly working 10 hour shifts shall receive 10 hours of holiday benefit; and employees regularly working 8 hour shifts shall receive 8 hours of holiday benefit. To be eligible for holiday benefit, a full-time employee must be in a pay status on the last scheduled working day before or the first scheduled working day after a holiday.


Section 3. All part-time employees who are covered by this agreement, that is those who regularly work less than 40 hours each work week including part time employees working irregular or "on call" schedules, shall receive a holiday benefit on a prorated basis in accordance with MCA 2-18-603. Pro-ration will be in accordance with County policy and is based on the average number of hours paid for two full pay periods preceding the holiday.

The pro-ration formula for part-time employees may result in the employee's total hours for the pay period being more or less than normal. When the calculation results in additional hours, the supervisor may require the employee to take off an equivalent amount of time without pay in the workweek to maintain a consistent paycheck. When the calculation results in fewer hours, the supervisor may assign additional hours in the workweek or allow the employee to use accrued annual leave or compensatory time to maintain a consistent paycheck.

Dated this 29th day of June, 2017:



For the EMPLOYER



For the ASSOCIATION *Quint Nyman*

Missoula County
And
Montana Public Employees' Association, Library Unit
2017 Negotiations

Items in Tentative Agreement

1. Adjust all contract language on paid Holiday benefits:

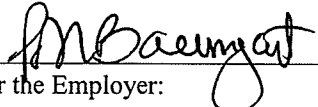
See attached MOU to become part of the next agreement in 2018.

2. Provide all full time bargaining unit members additional 8 hours paid Personal Leave for FY18 only (expires June 30, 2018). Full time means employees regularly working 40 hours each week. Part time employees will receive this benefit, pro-rated base on their regular hours worked each week.
3. Add new pay grade 3 between existing grade 2 and existing grade 3. Renumber current grade "3" to "4", and current grade "4" to "5". Note: this move does not change the entry rates for new grades 4 or 5. This new grade will assist MPL Management when they begin to rewrite and reclassify jobs to fit the organizational model of the new Library.


*note: in FY 2017 matrix grade 2 and 3 were 14.5% apart. New grade 3 was established midway between those grades so it caused no change in the base rates for the renumbered grades 4 or 5

4. Agree to "true" the current matrix, that is to say to adjust the matrix so each step "1" is 3% above the probationary step; so each step 2 and steps thereafter are 2% above the previous step.
5. Agree to add 2.5% to the Probationary steps of the adjusted matrix and recalculate the matrix to maintain a 3% increase from P to 1, and 2% steps thereafter. (*Note this results in a 2.5% or greater increase for all employees except those who will receive a lump sum, per #6 below.
6. Agree to pay a onetime lump sum for employees (10) in a step that actually decreased by a few cents in the process of adjusting the matrix as agreed in #3 above. That lump sum will be calculated as the number of cents per hour adjusted down, times the number of hours the employee regularly works in each 2 week pay period, times 26 pay periods.

Dated this day of ^{29th} June 2017;



For the Employer:



For the Association: Quint Nyman